

**2015 CITY OF SAN JOSE – MEF/CEO NEGOTIATIONS
TENTATIVE AGREEMENT**

CITY PROPOSAL TO MEF – LEAVES

City Proposed Language:

ARTICLE 10 LEAVES

10.3 Sick Leave

10.3.1 Sick Leave – Full-time Employees. Each full-time employee shall be entitled to sick leave with pay in accordance with the following provisions:

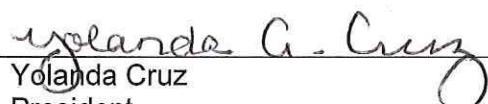
10.3.1.1 Sick leave shall accrue in an amount equal to the number of hours worked, excluding overtime, multiplied by a factor of 0.04616. Paid leave for holidays, vacation, ~~disability~~, compensatory time off, or other paid leave shall be considered time worked for purposes of this section.


**This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY:

 5/26/15
Jennifer Schembri Date
Interim Director of
Employee Relations

FOR THE UNION:

 5/26/15
Yolanda Cruz Date
President
MEF, AFSCME Local 101

 6-4-15
Charles Allen Date
Business Agent
AFSCME, Local 101